



EMPOWER TO LEARN
CHALLENGE TO ACHIEVE
INSPIRE TO EXCEL

Summary Report: Thompson School District Culture and Climate Survey January 2010

In January 2010, employees of the Thompson School District participated in the 2nd administration of a district-wide Culture and Climate Survey. This report provides a progress update to the original survey baseline data and will serve to inform ongoing district improvement strategies. These data are reported in 5 employee categories: Classified, Certified, Instructional APT, Non-instructional APT and TOTAL district. Total district and disaggregated results are reported for both 2010 and 2009. Included are comparison aggregated survey data that display the overall percentage of district staff selecting each response choice. The mean calculations are based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. The second question set within Organizational Communication is reported on a 7-point answer scale. Typical scores approximate 4.3, which (out of 7) correlate to a score of approximately 2.5 on the survey's 4 point scale. The response "I don't know" was not offered in the 2010 survey.

Survey questions addressed the following 6 constructs:

1. Organizational Focus and Alignment
2. Organizational Communication
3. Professional Support
4. Safety and Belonging
5. Cultural Proficiency
6. Academic Rigor

Non-instructional APT and Classified staff were not offered 4 of the 14 cultural proficiency questions which related to culturally responsive teaching, and they were automatically skipped past the 8 questions dealing with academic rigor. For this reason, there are approximately 30% fewer responses on these questions than are reported for the other 37 questions, which all staff were invited to answer. Results of this survey indicate that, across all of the 6 measured constructs, Thompson employees report a relatively positive perception of the district culture and climate, with a mean of 3.0 to 3.3, aligning with the response "somewhat agree". Highest consistent scores were found in the areas of organizational focus and alignment, where most employees strongly agree that their work supports the district mission. In professional support, 54% of all staff strongly agree and another 30% somewhat agree that they receive adequate support from their supervisors. The widest disparity, across employee categories lies in the area of cultural proficiency. Though certified and classified staff rank this category at 3.0, both categories of APT staff rank this at 2.7-2.8. Change from 2009 to 2010 is minor, but positive across all measured categories.

Detailed, question-level data is available for review, which is disaggregated by employee category and ethnic and racial subpopulations. For more information regarding this report, please contact the department of Accountability and Accreditation at 970-613-5070, or send an email to mcclures@thompson.k12.co.us.

Summary Report: Thompson School District Cultural and Climate Survey January 2010

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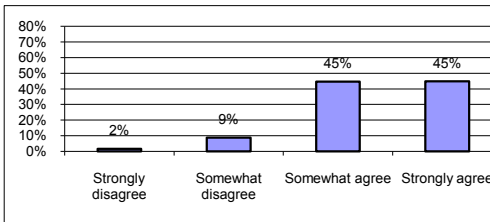
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Thompson School District 2010 Culture and Climate Survey TOTAL Results

Below is total district culture and climate survey data that displays the percentage of ALL district staff selecting response choices within 6 survey categories. Also provided is the mean score for the category and the mean increase or decrease from 2009 scores. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. Difference between 08-09 survey data to the 09-10 survey is reported as 09-10 change, and is highlighted in yellow. In all response categories these district total data indicate an increase in the number of positive employee responses.

Organizational Focus and Alignment

Strongly disagree	2%
Somewhat disagree	9%
Somewhat agree	45%
Strongly agree	45%
Total	100%



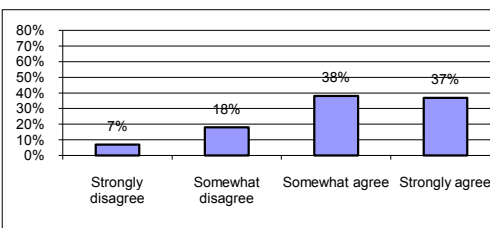
09-10 Change: 0.145
Mean: 3.33

227
2416
18237
24428
45308 3.326334

Aggregate of 12 questions. (Question #s 12-15 modified scale)

Organizational Communication

Strongly disagree	7%
Somewhat disagree	18%
Somewhat agree	38%
Strongly agree	37%
Total	100%

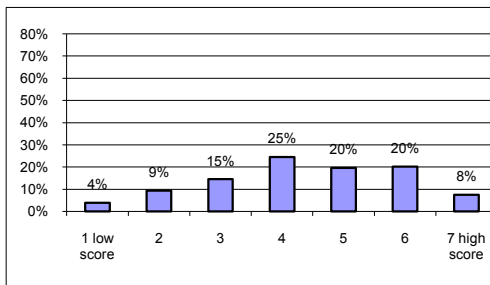


09-10 Change: 0.245
Mean: 3.05

396
2058
6516
8400
17370 3.048973

Aggregate of 5 questions.

characteristics:	
1 low score	4%
2	9%
3	15%
4	25%
5	20%
6	20%
7 high score	8%
Total	100%



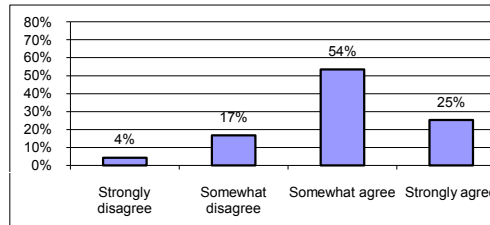
09-10 Change: 0.032
Mean: 4.38

264
1292
2985
6704
6695
8280
3619
29839 4.377145

Aggregate of 6 questions.

Academic Rigor

Strongly disagree	4%
Somewhat disagree	17%
Somewhat agree	54%
Strongly agree	25%
Total	100%



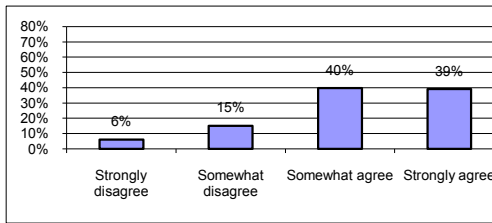
09-10 Change: 0.247
Mean: 3.00

242
1890
9015
5680
16827 2.998396

Aggregate of 8 questions.

Professional Support

Strongly disagree	6%
Somewhat disagree	15%
Somewhat agree	40%
Strongly agree	39%
Total	100%



09-10 Change: 0.116

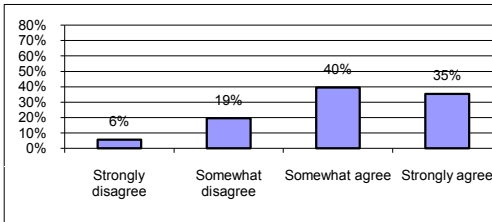
Mean: 3.12

Aggregate of 6 questions.

414
2070
8154
10708 6844
21346 3.118936

Safety and Belonging

Strongly disagree	6%
Somewhat disagree	19%
Somewhat agree	40%
Strongly agree	35%
Total	100%



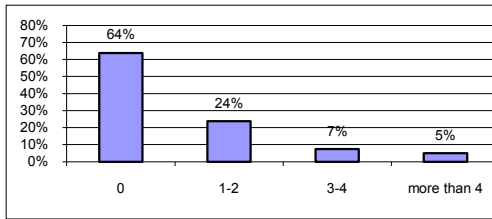
09-10 Change: 0.082

Mean: 3.05

Aggregate of 7 questions.

450
3108
9450
11268 7971
24276 3.04554

unsafe	
0	64%
1-2	24%
3-4	7%
more than 4	5%
Total	100%



09-10 Change: -0.081

Mean: 1.54

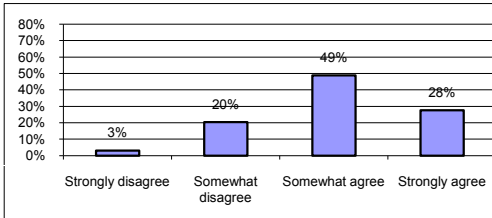
Aggregate of 3 questions.

2183
1624
756
696 3421
5259 1.53727

Note: Lower score indicates positive change

Cultural Proficiency

Strongly disagree	3%
Somewhat disagree	20%
Somewhat agree	49%
Strongly agree	28%
Total	100%



09-10 Change: 0.004

Mean: 3.01

Aggregate of 8 questions.

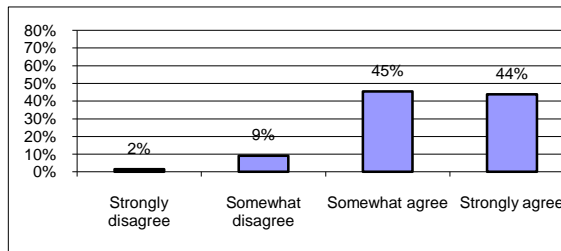
179
2352
8451
6364 5763
17346 3.009891

Thompson School District 2010 Culture and Climate Survey Certified Staff Results

The following data reflect responses of Thompson Certified staff in 2010, including aggregated survey data that displays the percentage of Certified staff selecting each response choice in six culture and climate categories. Also provided is the overall mean score for each response category and the mean increase or decrease from 2009 scores. Change from 2008-09 to 09-2010 is highlighted in yellow. The changes in Certified responses indicate improved perceptions of culture and climate in all areas of district culture and climate. Certified staff represent the largest population participating in this survey, representing 60% of the responses tabulated on the survey TOTAL report.

Organizational Focus and Alignment

Strongly disagree	2%
Somewhat disagree	9%
Somewhat agree	45%
Strongly agree	44%
Total	100%



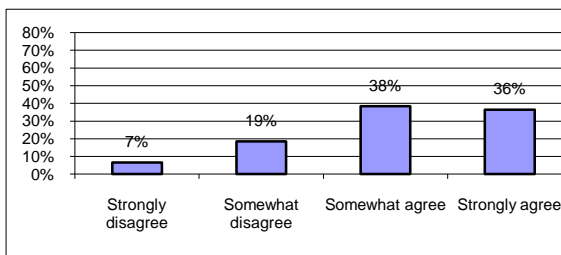
09-10 Change: 0.138

Mean: 3.32

Aggregate of 12 questions. (Question #s 12-15 modified scale)

Organizational Communication

Strongly disagree	7%
Somewhat disagree	19%
Somewhat agree	38%
Strongly agree	36%
Total	100%

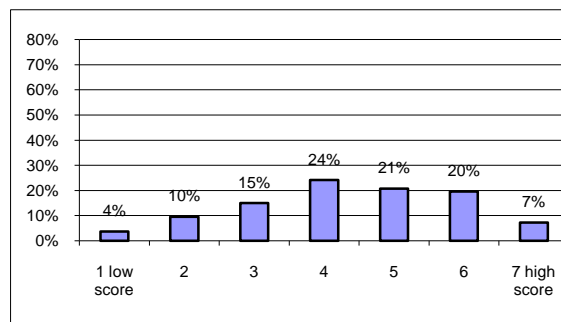


09-10 Change: 0.244

Mean: 3.05

Aggregate of 5 questions.

characteristics:	
1 low score	4%
2	10%
3	15%
4	24%
5	21%
6	20%
7 high score	7%
Total	100%



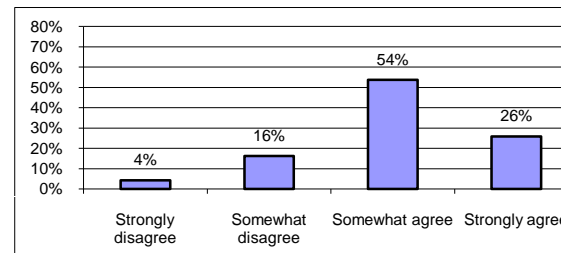
09-10 Change: 0.016

Mean: 4.36

Aggregate of 6 questions.

Academic Rigor

Strongly disagree	4%
Somewhat disagree	16%
Somewhat agree	54%
Strongly agree	26%
Total	100%



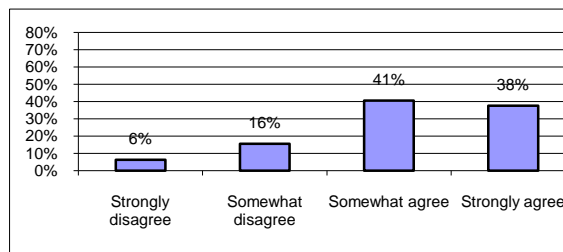
09-10 Change: 0.252

Mean: 3.01

Aggregate of 8 questions.

Professional Support

Strongly disagree	6%
Somewhat disagree	16%
Somewhat agree	41%
Strongly agree	38%
Total	100%



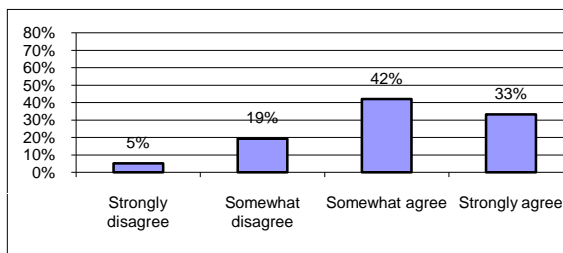
09-10 Change: 0.088

Mean: 3.09

Aggregate of 6 questions.

Safety and Belonging

Strongly disagree	5%
Somewhat disagree	19%
Somewhat agree	42%
Strongly agree	33%
Total	100%

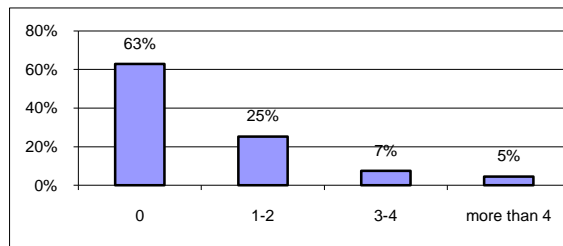


09-10 Change: 0.071

Mean: 3.03

Aggregate of 7 questions.

unsafe	
0	63%
1-2	25%
3-4	7%
more than 4	5%
Total	100%



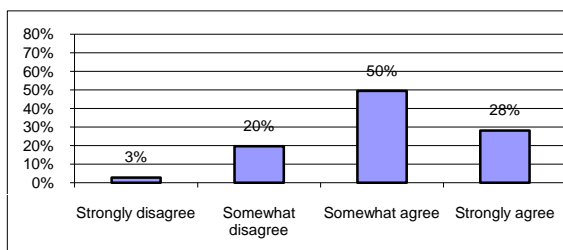
09-10 Change: -0.099

Mean: 1.54

Aggregate of 3 questions.

Cultural Proficiency

Strongly disagree	3%
Somewhat disagree	20%
Somewhat agree	50%
Strongly agree	28%
Total	100%



09-10 Change: 0.031

Mean: 3.03

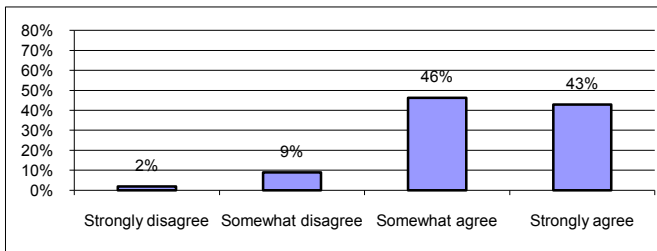
Aggregate of 8 questions.

Thompson School District 2010 Culture and Climate Survey Classified Staff Results

The following data reflect responses of Thompson Classified staff in 2010, including aggregated survey data that displays the percentage of Classified staff selecting each response choice in six culture and climate categories. Also provided is the overall mean score for each response category and the mean increase or decrease from 2009 scores. Change from 2008-09 to 09-2010 is highlighted in yellow. The changes in Classified responses indicate improved perceptions of culture and climate in all areas of district culture and climate. Classified staff represent the second largest population participating in this survey, representing 33% of the responses tabulated on the survey TOTAL report. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point.

Organizational Focus and Alignment

Strongly disagree	2%
Somewhat disagree	9%
Somewhat agree	46%
Strongly agree	43%
Total	100%



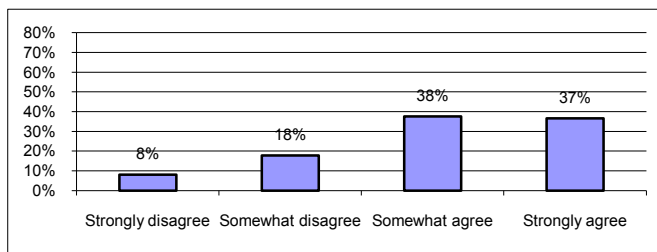
09-10 Change: 0.166

Mean: 3.30

Aggregate of 12 questions. (Question #s 12-15 modified scale)

Organizational Communication

Strongly disagree	8%
Somewhat disagree	18%
Somewhat agree	38%
Strongly agree	37%
Total	100%

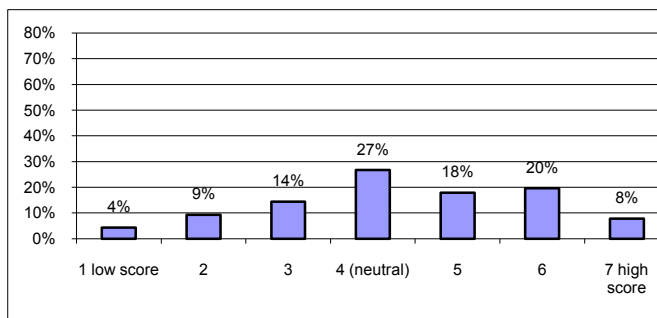


09-10 Change: 0.278

Mean: 3.03

Aggregate of 5 questions.

characteristics:	
1 low score	4%
2	9%
3	14%
4 (neutral)	27%
5	18%
6	20%
7 high score	8%
Total	100%



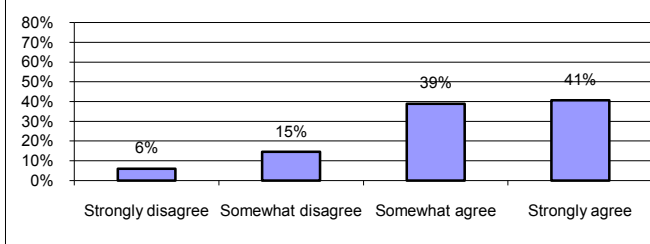
09-10 Change: 0.110

Mean: 4.35

Aggregate of 6 questions.

Professional Support

Strongly disagree	6%
Somewhat disagree	15%
Somewhat agree	39%
Strongly agree	41%
Total	100%



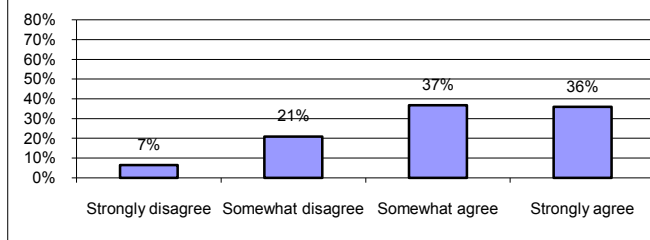
09-10 Change: 0.160

Mean: 3.14

Aggregate of 6 questions.

Safety and Belonging

Strongly disagree	7%
Somewhat disagree	21%
Somewhat agree	37%
Strongly agree	36%
Total	100%



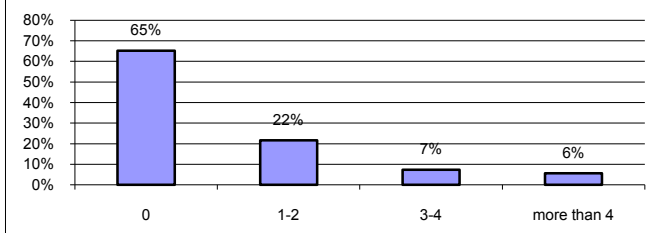
09-10 Change: 0.082

Mean: 3.02

Aggregate of 7 questions.

unsafe

0	65%
1-2	22%
3-4	7%
more than 4	6%
Total	100%



09-10 Change: -0.067

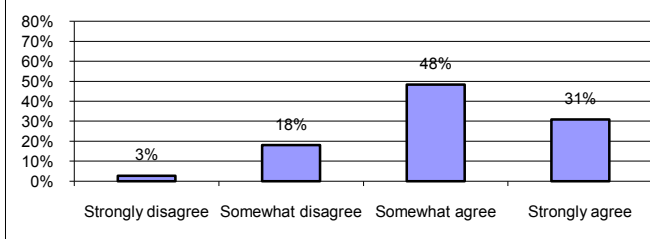
Mean: 1.54

Aggregate of 3 questions.

Note: Negative change indicates positive response

Cultural Proficiency

Strongly disagree	3%
Somewhat disagree	18%
Somewhat agree	48%
Strongly agree	31%
Total	100%



09-10 Change: 0.023

Mean: 3.07

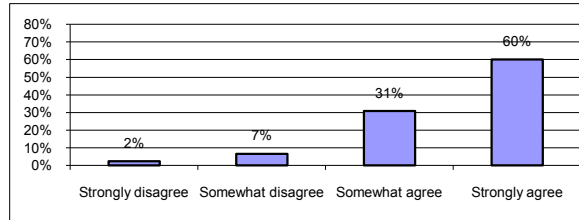
Aggregate of 4 questions.

Thompson School District 2010 Culture and Climate Survey Instructional APT Staff Results

The following data reflect responses of Thompson Instructional APT staff in 2010, including aggregated survey data that displays the percentage of Instructional APT staff selecting each response choice in six culture and climate categories. Also provided is the overall mean score for each response category and the mean increase or decrease from 2009 scores. Change from 2008-09 to 09-2010 is highlighted in yellow. The changes in Instructional APT responses indicate improved perceptions of culture and climate in all areas except in cultural proficiency, where a slight (-.144) decrease in positive response is evident. and in safety where a very slight increase (.008) in feeling "unsafe" was demonstrated. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point.

Organizational Focus and Alignment

Strongly disagree	2%
Somewhat disagree	7%
Somewhat agree	31%
Strongly agree	60%
Total	100%



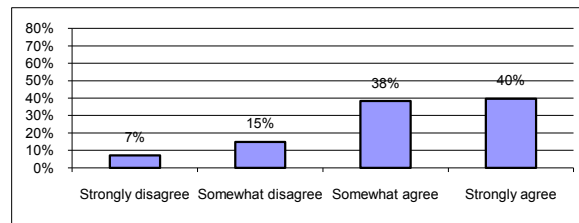
09-10 Change: 0.217
Mean: 3.48

Aggregate of 12 questions. (Question #s 12-15 modified scale)

14
74
519
1348 561
1955 3.484848

Organizational Communication

Strongly disagree	7%
Somewhat disagree	15%
Somewhat agree	38%
Strongly agree	40%
Total	100%



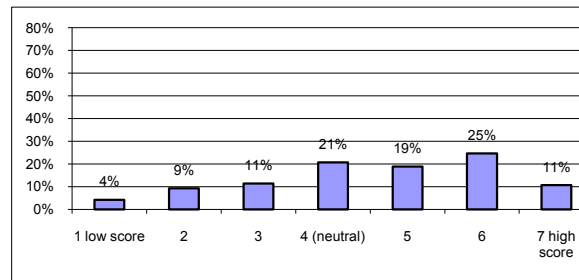
09-10 Change: 0.222
Mean: 3.10

Aggregate of 5 questions.

17
70
270
372 235
729 3.102128

characteristics:

1 low score	4%
2	9%
3	11%
4 (neutral)	21%
5	19%
6	25%
7 high score	11%
Total	100%



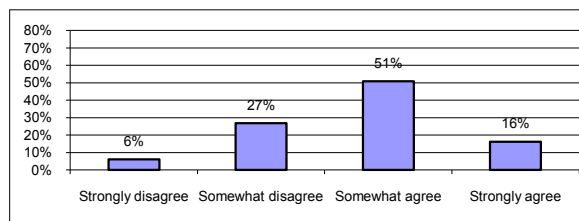
09-10 Change: 0.154
Mean: 4.58

Aggregate of 7 questions.

12
52
96
232
265
414
210 280
1281 4.575

Academic Rigor

Strongly disagree	6%
Somewhat disagree	27%
Somewhat agree	51%
Strongly agree	16%
Total	100%



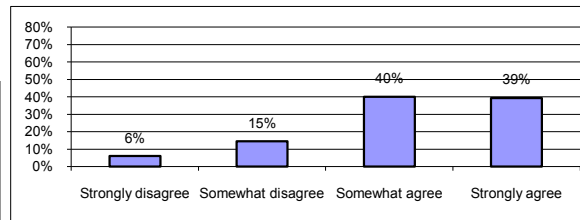
09-10 Change: 0.191
Mean: 2.77

Aggregate of 8 questions.

20
176
501
212 328
909 2.771341

Professional Support

Strongly disagree	6%
Somewhat disagree	15%
Somewhat agree	40%
Strongly agree	39%
Total	100%



09-10 Change: 0.110

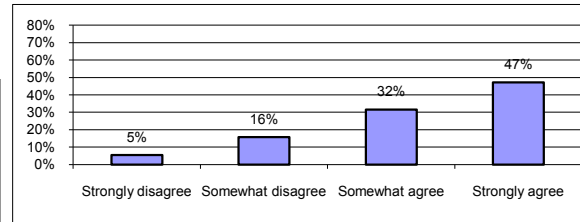
Mean: 3.13

Aggregate of 6 questions.

17
82
339
444 282
882 3.12766

Safety and Belonging

Strongly disagree	5%
Somewhat disagree	16%
Somewhat agree	32%
Strongly agree	47%
Total	100%



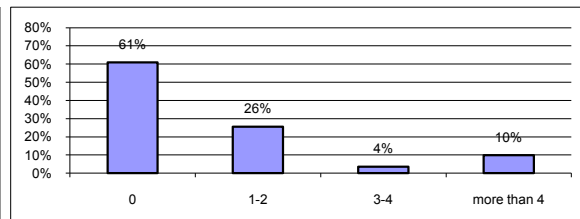
09-10 Change: 0.164

Mean: 3.20

Aggregate of 7 questions.

18
104
312
620 329
1054 3.203647

unsafe	
0	61%
1-2	26%
3-4	4%
more than 4	10%
Total	100%



09-10 Change: 0.008

Mean: 1.62

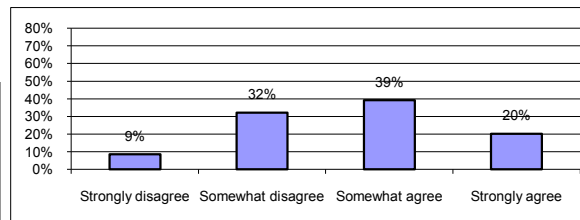
Aggregate of 3 questions.

Note: Increase demonstrates negative change

86
72
15
56 141
229 1.624113

Cultural Proficiency

Strongly disagree	9%
Somewhat disagree	32%
Somewhat agree	39%
Strongly agree	20%
Total	100%



09-10 Change: -0.144

Mean: 2.71

Aggregate of 8 questions.

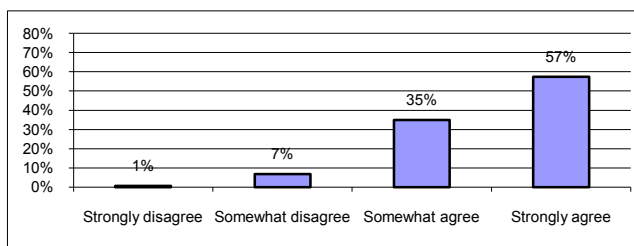
30
226
414
284 352
954 2.710227

Thompson School District 2010 Culture and Climate Survey Non-Instructional APT Staff Results

The following data reflect responses of Thompson Non-Instructional APT staff in 2010, including aggregated survey data that displays the percentage of Non-Instructional APT staff selecting each response choice in six culture and climate categories. Also provided is the overall mean score for each response category and the mean increase or decrease from 2009 scores. Change from 2008-09 to 09-2010 is highlighted in yellow. The changes in Non-Instructional APT responses indicate improved perceptions of culture and climate in all areas except in the 2nd category of organizational communication where a .2 decrease is evident, and in cultural proficiency, where a change of -.38 from the 09 mean occurred. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. The response "I don't know" was not offered in the 2010 survey.

Organizational Focus and Alignment

Strongly disagree	1%
Somewhat disagree	7%
Somewhat agree	35%
Strongly agree	57%
Total	100%

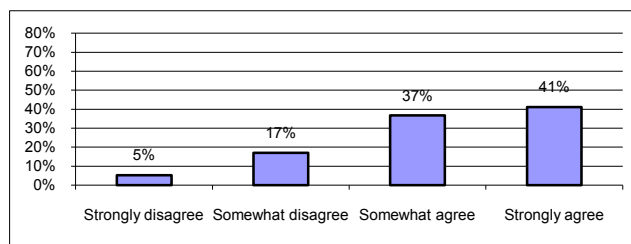


09-10 Change: 0.115
Mean: 3.49

Aggregate of 12 questions. (Question #s 12-15 modified scale)

Organizational Communication

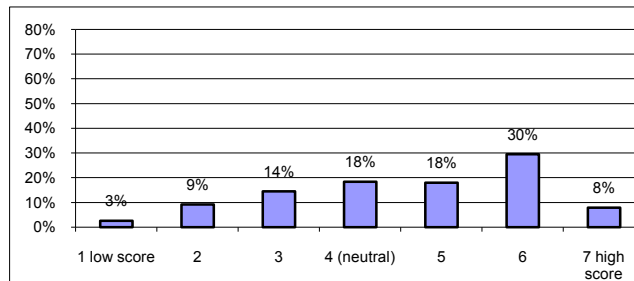
Strongly disagree	5%
Somewhat disagree	17%
Somewhat agree	37%
Strongly agree	41%
Total	100%



09-10 Change: 0.133
Mean: 3.14

* Aggregate of 5 questions.

characteristics:	
1 low score	3%
2	9%
3	14%
4 (neutral)	18%
5	18%
6	30%
7 high score	8%
Total	100%

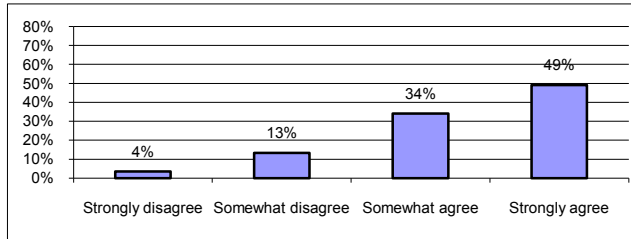


09-10 Change: -0.201
Mean: 4.60

* Aggregate of 7 questions.

Professional Support

Strongly disagree	4%
Somewhat disagree	13%
Somewhat agree	34%
Strongly agree	49%
Total	100%



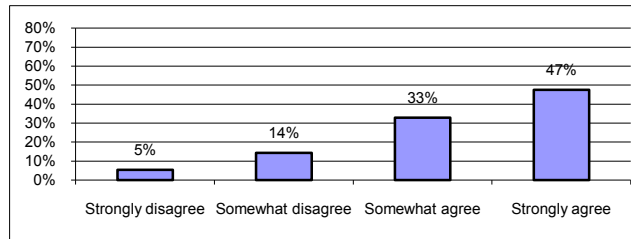
09-10 Change: 0.216

Mean: 3.28

* Aggregate of 6 questions.

Safety and Belonging

Strongly disagree	5%
Somewhat disagree	14%
Somewhat agree	33%
Strongly agree	47%
Total	100%

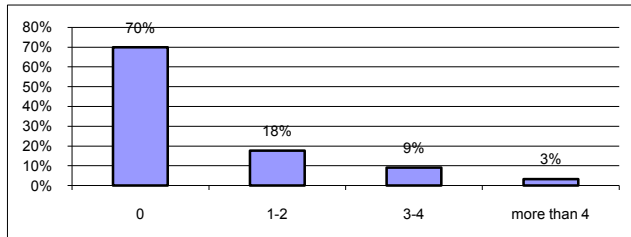


09-10 Change: 0.190

Mean: 3.22

* Aggregate of 7 questions.

unsafe	
0	70%
1-2	18%
3-4	9%
more than 4	3%
Total	100%



09-10 Change: -0.028

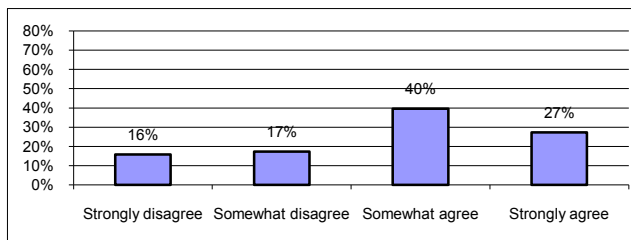
Mean: 1.46

Note: Negative number indicates positive change

* Aggregate of 3 questions.

Cultural Proficiency

Strongly disagree	16%
Somewhat disagree	17%
Somewhat agree	40%
Strongly agree	27%
Total	100%



09-10 Change: -0.384

Mean: 2.78

* Aggregate of 4 questions.

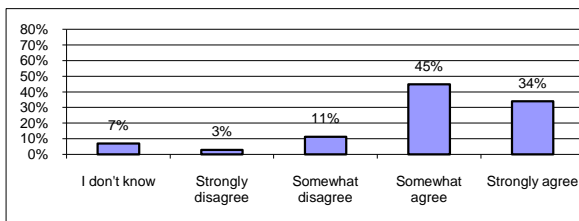
**Thompson School District
2009 Culture and Climate Survey
TOTAL (All Employee Classifications) Results**

In April 2009 the employees of the Thompson School District participate in a district-wide Culture and Climate Survey. This valuable survey provided baseline data and is guiding current planning discussions for district improvement.

Below is aggregated survey data that displays the overall percentage of people selecting each response choice. Also provided is the overall mean score for the category. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. Those who responded "I don't know" were not included in the mean score.

Organizational Focus and Alignment

I don't know	7%
Strongly disagree	3%
Somewhat disagree	11%
Somewhat agree	45%
Strongly agree	34%
Total	100%

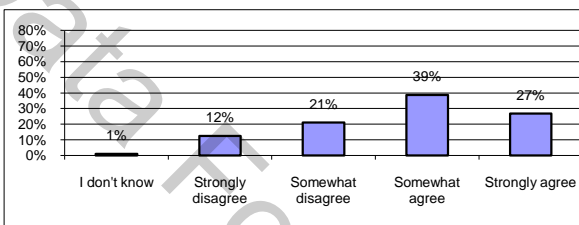


Mean: 3.18

Aggregate of 12 questions. (Question #s 12-15 modified scale)

Organizational Communication

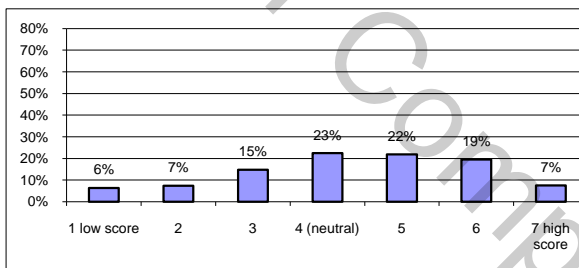
I don't know	1%
Strongly disagree	12%
Somewhat disagree	21%
Somewhat agree	39%
Strongly agree	27%
Total	100%



Mean: 2.80

Aggregate of 5 questions.

characteristics:	
1 low score	6%
2	7%
3	15%
4 (neutral)	23%
5	22%
6	19%
7 high score	7%
Total	100%

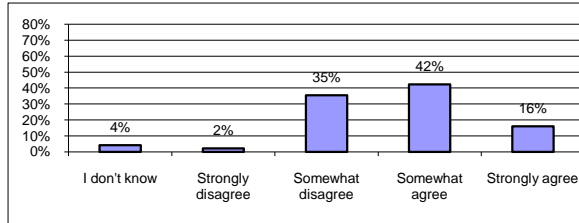


Mean: 4.34

Aggregate of 7 questions.

Academic Rigor

I don't know	4%
Strongly disagree	2%
Somewhat disagree	35%
Somewhat agree	42%
Strongly agree	16%
Total	100%

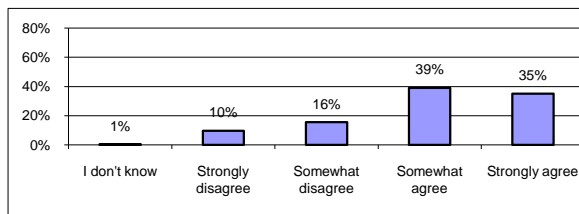


Mean: 2.75

Aggregate of 8 questions.

Professional Support

I don't know	1%
Strongly disagree	10%
Somewhat disagree	16%
Somewhat agree	39%
Strongly agree	35%
Total	100%

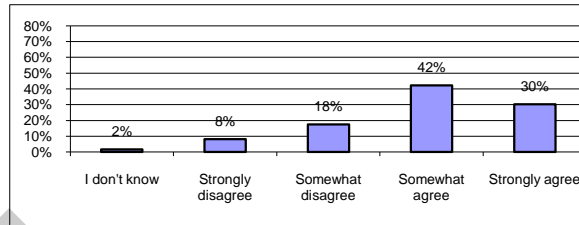


Mean: 3.00

Aggregate of 6 questions.

Safety and Belonging

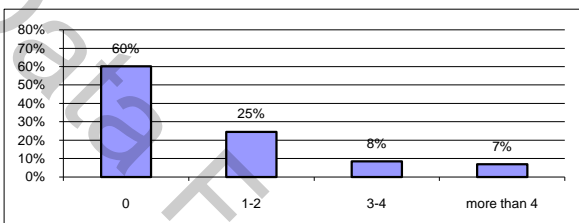
I don't know	2%
Strongly disagree	8%
Somewhat disagree	18%
Somewhat agree	42%
Strongly agree	30%
Total	100%



Mean: 2.96

Aggregate of 7 questions.

unsafe	
0	60%
1-2	25%
3-4	8%
more than 4	7%
Total	100%

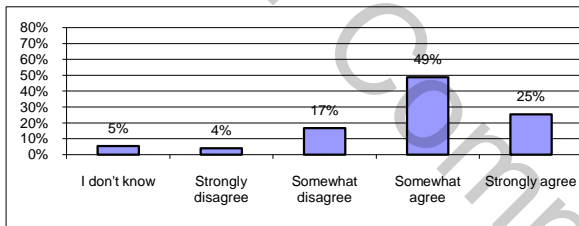


Mean: 1.62

Aggregate of 3 questions.

Cultural Proficiency

I don't know	5%
Strongly disagree	4%
Somewhat disagree	17%
Somewhat agree	49%
Strongly agree	25%
Total	100%



Mean: 3.01

Aggregate of 8 questions.

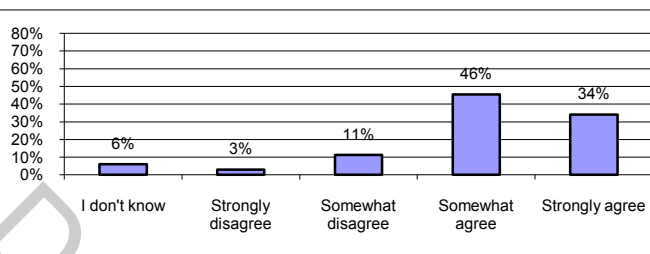
Thompson School District 2009 Culture and Climate Survey Certified Staff Results

In April 2009 the employees of the Thompson School District participate in a district-wide Culture and Climate Survey. This valuable survey provided baseline data and is guiding current planning discussions for district improvement.

Below is aggregated survey data that displays the overall percentage of people selecting each response choice. Also provided is the overall mean score for the category. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. Those who responded "I don't know" were not included in the mean score.

Organizational Focus and Alignment

I don't know	6%
Strongly disagree	3%
Somewhat disagree	11%
Somewhat agree	46%
Strongly agree	34%
Total	100%

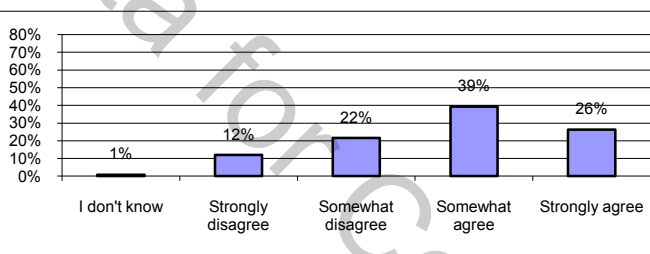


Mean: 3.18

Aggregate of 12 questions. (Question #s 12-15 modified scale)

Organizational Communication

I don't know	1%
Strongly disagree	12%
Somewhat disagree	22%
Somewhat agree	39%
Strongly agree	26%
Total	100%

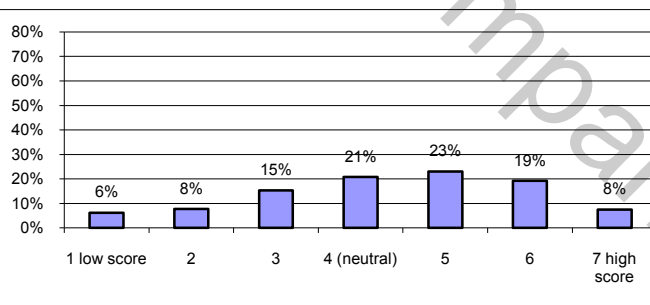


Mean: 2.81

Aggregate of 5 questions.

characteristics:

1 low score	6%
2	8%
3	15%
4 (neutral)	21%
5	23%
6	19%
7 high score	8%
Total	100%

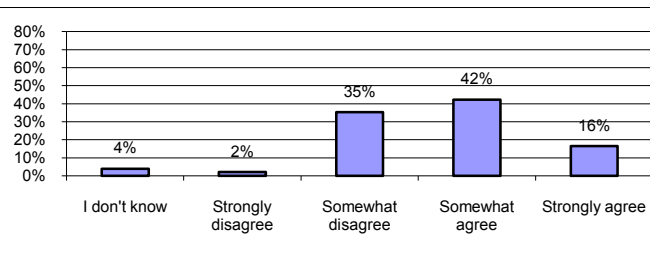


Mean: 4.35

Aggregate of 7 questions.

Academic Rigor

I don't know	4%
Strongly disagree	2%
Somewhat disagree	35%
Somewhat agree	42%
Strongly agree	16%
Total	100%

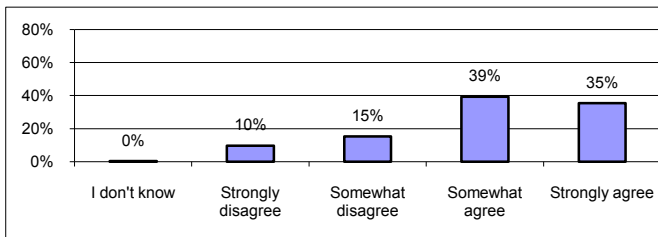


Mean: 2.76

Aggregate of 8 questions.

Professional Support

I don't know	0%
Strongly disagree	10%
Somewhat disagree	15%
Somewhat agree	39%
Strongly agree	35%
Total	100%

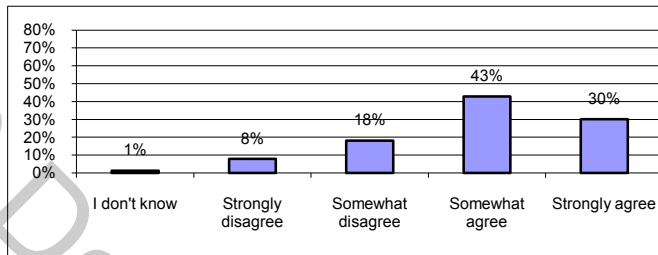


Mean: 3.01

Aggregate of 6 questions.

Safety and Belonging

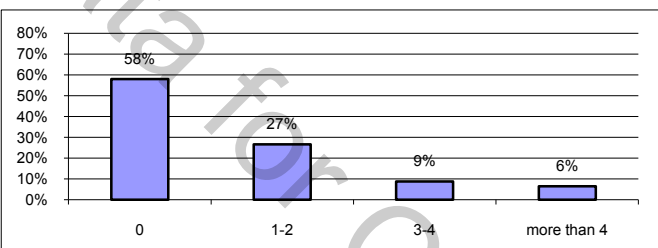
I don't know	1%
Strongly disagree	8%
Somewhat disagree	18%
Somewhat agree	43%
Strongly agree	30%
Total	100%



Mean: 2.96

Aggregate of 7 questions.

unsafe	
0	58%
1-2	27%
3-4	9%
more than 4	6%
Total	100%

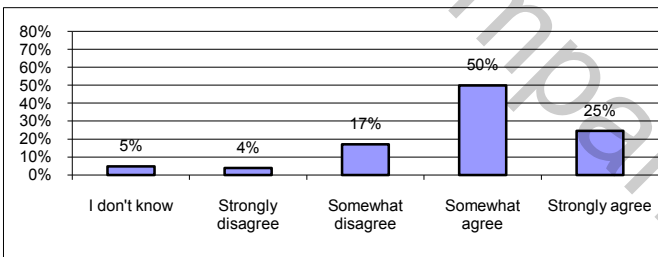


Mean: 1.64

Aggregate of 3 questions.

Cultural Proficiency

I don't know	5%
Strongly disagree	4%
Somewhat disagree	17%
Somewhat agree	50%
Strongly agree	25%
Total	100%



Mean: 3.00

Aggregate of 8 questions.

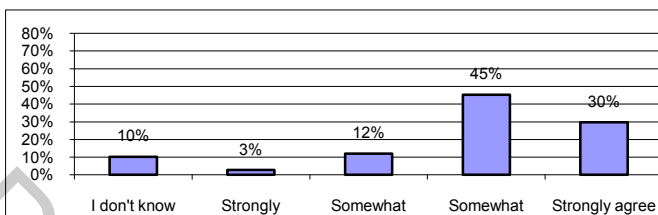
Thompson School District 2009 Culture and Climate Survey Classified Staff Results

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Below is aggregated survey data that displays the overall percentage of people selecting each response choice. Also provided is the overall mean score for the category. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. Those who responded "I don't know" were not included in the mean score.

Organizational Focus and Alignment

I don't know	10%
Strongly disagree	3%
Somewhat disagree	12%
Somewhat agree	45%
Strongly agree	30%
Total	100%

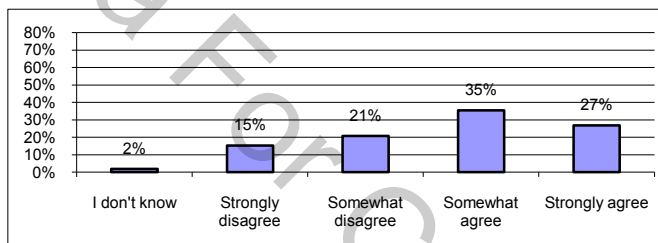


Mean: 3.14

Aggregate of 12 questions.

Organizational Communication

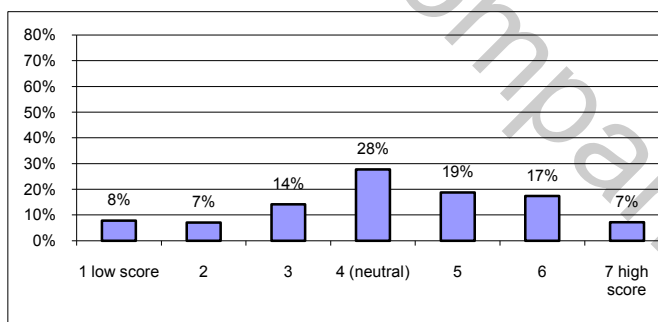
I don't know	2%
Strongly disagree	15%
Somewhat disagree	21%
Somewhat agree	35%
Strongly agree	27%
Total	100%



Mean: 2.75

Aggregate of 5 questions.

characteristics:	
1 low score	8%
2	7%
3	14%
4 (neutral)	28%
5	19%
6	17%
7 high score	7%
Total	100%

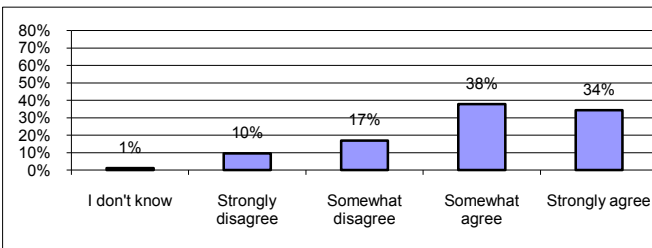


Mean: 4.24

Aggregate of 7 questions.

Professional Support

I don't know	1%
Strongly disagree	10%
Somewhat disagree	17%
Somewhat agree	38%
Strongly agree	34%
Total	100%

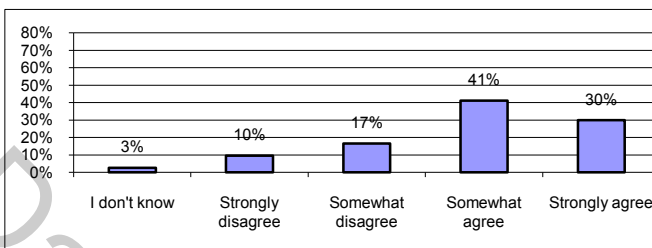


Mean: 2.98

Aggregate of 6 questions.

Safety and Belonging

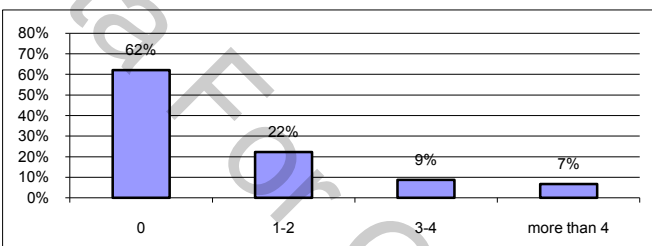
I don't know	3%
Strongly disagree	10%
Somewhat disagree	17%
Somewhat agree	41%
Strongly agree	30%
Total	100%



Mean: 2.94

Aggregate of 7 questions.

unsafe	
0	62%
1-2	22%
3-4	9%
more than 4	7%
Total	100%

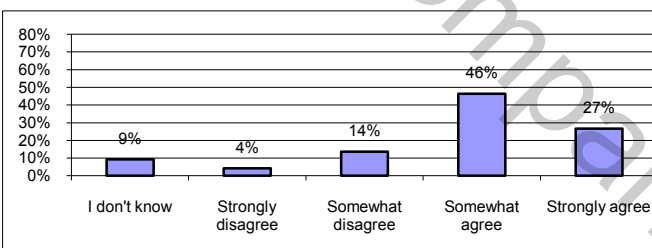


Mean: 1.60

Aggregate of 3 questions.

Cultural Proficiency

I don't know	9%
Strongly disagree	4%
Somewhat disagree	14%
Somewhat agree	46%
Strongly agree	27%
Total	100%



Mean: 3.05

Aggregate of 4 questions.

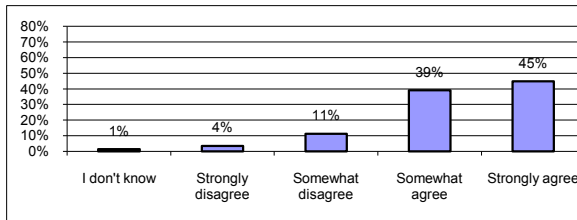
Thompson School District 2009 Culture and Climate Survey Instructional APT Staff Results

In April 2009 the employees of the Thompson School District participate in a district-wide Culture and Climate Survey. This valuable survey provided baseline data and is guiding current planning discussions for district improvement.

Below is aggregated survey data that displays the overall percentage of people selecting each response choice. Also provided is the overall mean score for the category. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. Those who responded "I don't know" were not included in the mean score.

Organizational Focus and Alignment

I don't know	1%
Strongly disagree	4%
Somewhat disagree	11%
Somewhat agree	39%
Strongly agree	45%
Total	100%

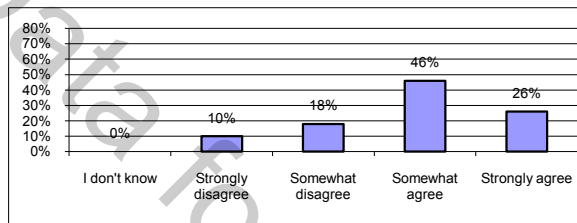


Mean: 3.27

Aggregate of 12 questions.

Organizational Communication

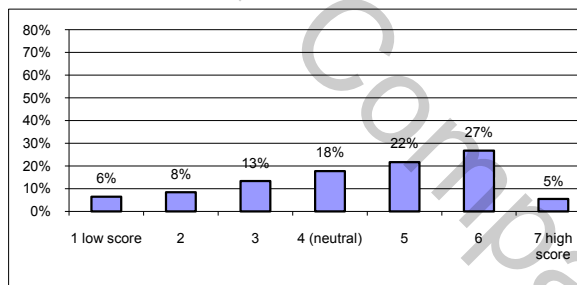
I don't know	0%
Strongly disagree	10%
Somewhat disagree	18%
Somewhat agree	46%
Strongly agree	26%
Total	100%



Mean: 2.88

Aggregate of 5 questions.

characteristics:	
1 low score	6%
2	8%
3	13%
4 (neutral)	18%
5	22%
6	27%
7 high score	5%
Total	100%

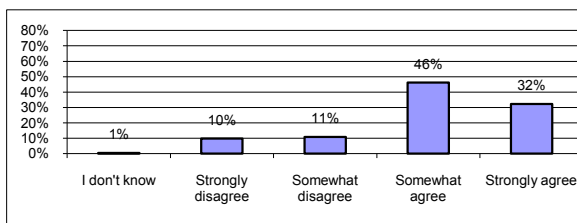


Mean: 4.42

Aggregate of 7 questions.

Academic Rigor

I don't know	8%
Strongly disagree	3%
Somewhat disagree	39%
Somewhat agree	44%
Strongly agree	6%
Total	100%

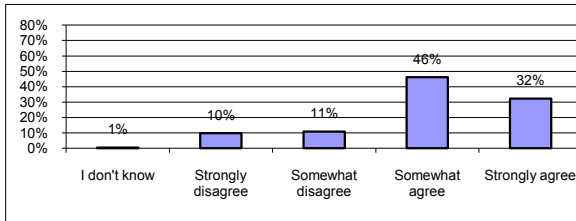


Mean: 2.58

Aggregate of 8 questions.

Professional Support

I don't know	1%
Strongly disagree	10%
Somewhat disagree	11%
Somewhat agree	46%
Strongly agree	32%
Total	100%

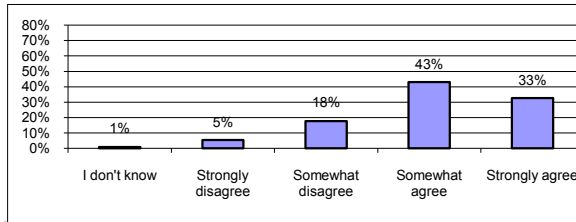


Mean: 3.02

Aggregate of 6 questions.

Safety and Belonging

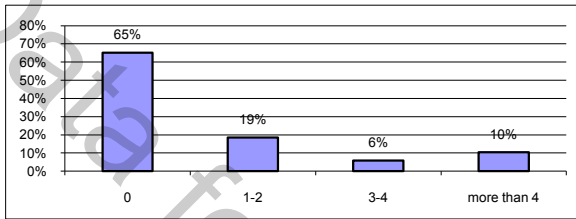
I don't know	1%
Strongly disagree	5%
Somewhat disagree	18%
Somewhat agree	43%
Strongly agree	33%
Total	100%



Mean: 3.04

Aggregate of 7 questions.

unsafe	
0	65%
1-2	19%
3-4	6%
more than 4	10%
Total	100%

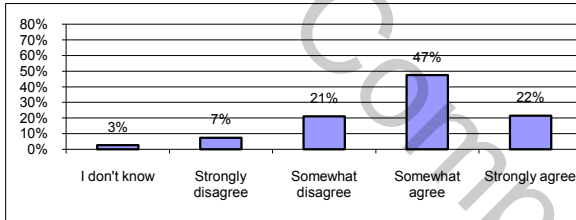


Mean: 1.62

Aggregate of 3 questions.

Cultural Proficiency

I don't know	3%
Strongly disagree	7%
Somewhat disagree	21%
Somewhat agree	47%
Strongly agree	22%
Total	100%



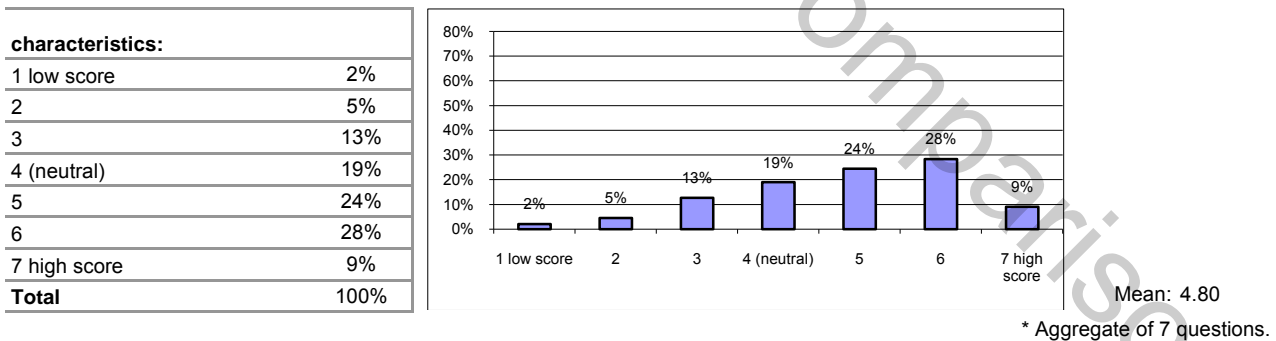
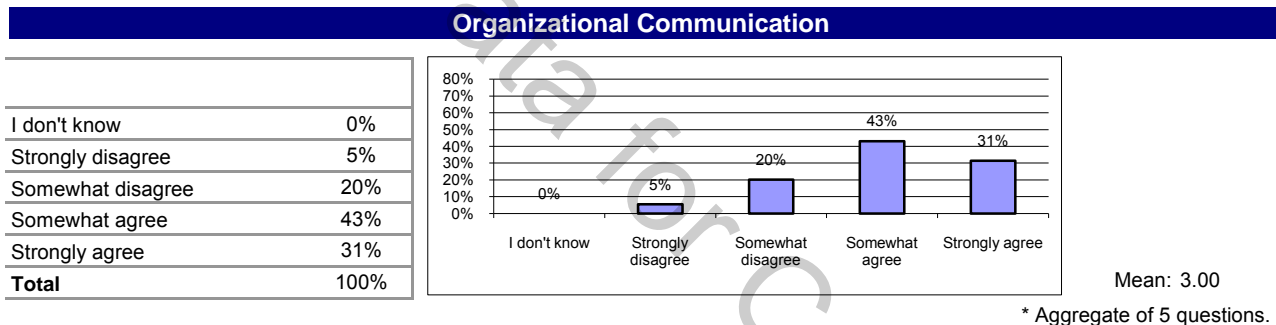
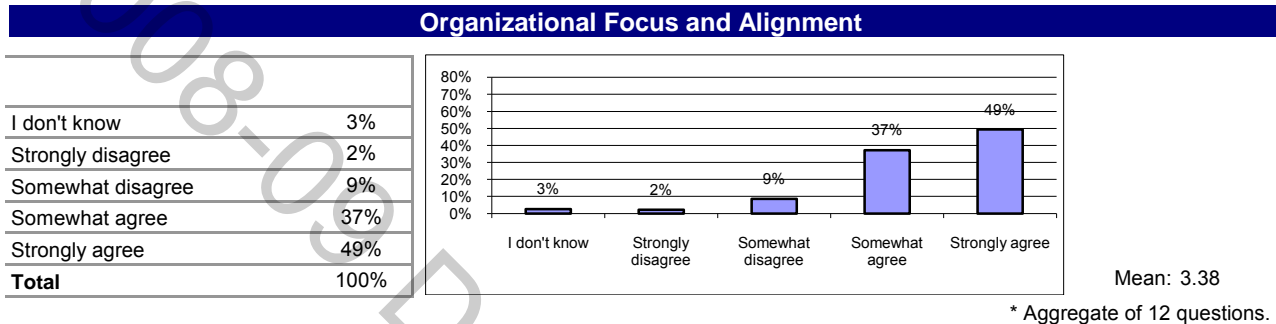
Mean: 2.85

Aggregate of 8 questions.

Thompson School District 2009 Culture and Climate Survey Non-Instructional APT Staff Results

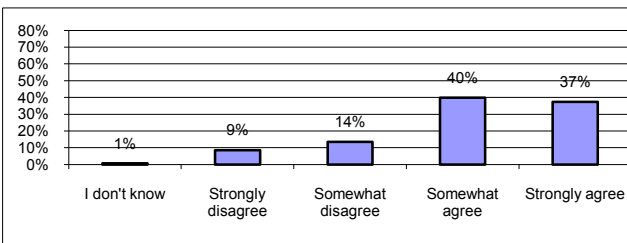
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Below is aggregated survey data that displays the overall percentage of people selecting each response choice. Also provided is the overall mean score for the category. The mean calculation is based on a 4 point Likert scale. A strongly agree response received 4 points, a somewhat agree received 3 points, a somewhat disagree received 2 points, and strongly disagree received 1 point. Those who responded "I don't know" were not included in the mean score.



Professional Support

I don't know	1%
Strongly disagree	9%
Somewhat disagree	14%
Somewhat agree	40%
Strongly agree	37%
Total	100%

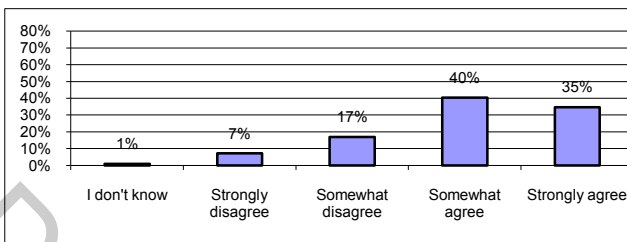


Mean: 3.07

* Aggregate of 6 questions.

Safety and Belonging

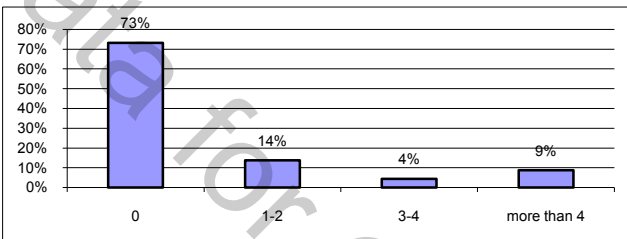
I don't know	1%
Strongly disagree	7%
Somewhat disagree	17%
Somewhat agree	40%
Strongly agree	35%
Total	100%



Mean: 3.03

* Aggregate of 7 questions.

unsafe	
0	73%
1-2	14%
3-4	4%
more than 4	9%
Total	100%

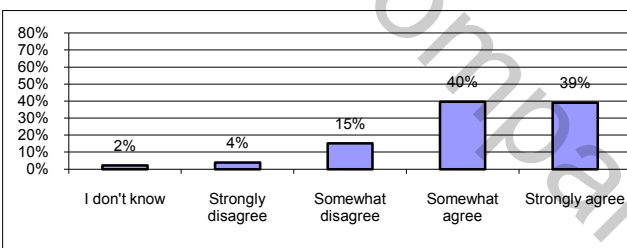


Mean: 1.49

* Aggregate of 3 questions.

Cultural Proficiency

I don't know	2%
Strongly disagree	4%
Somewhat disagree	15%
Somewhat agree	40%
Strongly agree	39%
Total	100%



Mean: 3.17

* Aggregate of 4 questions.